

# Eat in or Takeaway? Moving vocational training out of the classroom in Africa through e-learning



## INGREDIENTS



1. **ONE OR MORE (1+) x Skills gaps identified together with aligned weaknesses)**



2. **ONE (1) x Championing team to spear head activities**



3. **ONE (1) x Realistic road map, with a timeline, and well projected deliverables attached to it**



4. **ONE (1) x Reliable financier for the activities to ensure a timely flow of activities**



5. **ONE (1)x Assessment team to check on the success and progress being made**

## What does this recipe make?

This recipe, with Zambian inspiration, is for e-learning solutions for skills development and knowledge creation to help narrow the technological gap between developing and developed nations.

*“Inspired teachers inspire students. The technological gap between Africa and the developed nations is very wide. E-learning is the only mode of learning that will speed up to narrow the gap. E-learning is an excellent way to move forward on your professional development, responsive to your schedule and needs.” Tom Dreilinger*



## COOKING TIME

- » Initial stage and planning of deliverables, plus constituting a team: 3 months
- » Selecting and implementing the goals for the e-learning programme: 2 months
- » Programme implementation: 3-5 years (see cooking note below)
- » Reviewing and rectifying with final touches: monthly throughout implementation

*As an approximation, this recipe can take 3-5 years to fully prepare. In the middle of cooking, do a mid-term review; correct/revise as needed, and leave in for another 2 years.*



## PREPARATION

- » Consult the recipients of the benefits and all stakeholders on your plans and ideas to get their feedback.
- » Countercheck and ensure that all necessary documentation is ready for the launch of the e-learning.
- » Prepare for all ceremonial and pre-launch activities of the project.



## VARIATIONS ON THE RECIPE

This recipe is for e-learning provided in a blended learning environment in a Vocational Training Centre. There can be an all-online arrangement where there is good network connections.



## DIRECTIONS

1. Pick the host or main implementer of the e-learning programme.
2. Organise and hold a stakeholders' meeting to stipulate the expectations from each stakeholder.
3. Review the main plan and its deliverables. Ensure that you agree on how realistic the timeframe is.
4. Mobilise the beneficiaries in the most transparent and acceptable manner.
5. Roll out the program in line with the agreed standards.
6. Make a preliminary review after the first cohort has gone almost half-way through the programme.



## TIPS

For the best outcome, follow up on individual progression through e-learning. In addition, it is important to have reliable internet with a help desk and monitoring system. This often depends on local facilities.



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